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Membership of the CIA Career Service Board

The term of office of the Chairman expired on
28 February 1953 (see Notice dated 23 October 1952).
The nomination for Chairman made by the Board to the DCI at
its last meeting has not yet been approved.
The term of membership of lir. expired on 25X1A9A
31 March 1953. Extension of his membership or appointment
of his successor is required.

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posed Regulation on the CIA Career Service Program) that the charter of the Board with respect to its Chairman and Deputy Chairman be revised (see item 3 of the Agenda, paragraph 4. a. (2), top of page 5, left column, "Chairman"). It is suggested that this change be discussed before the none inations for Chairman and members are made.



OSD HAS NO OBJECTION TO DECLASSIFICATION AND RELEASE.



"CIA Career Service Progrem" 25X1A

for approval by Resubmission of proposed CIA Regulation the Boardo

Two versions are arranged in two columns for comparative purposes. The text in the column on the right marked OLD, was approved by the Board at its meeting on 10 March. Since then changes both in format and in content have been made and are shown in the column on the left, marked NEW. The changes have been made for the following reasons:

- l. Changes in format required by make-up of regulatory material;
- 2. Changes in content by virtue of the CIA Career Service Board's approval on 10 March 1953 of Staff Study "Responsibility for Career Plannings, dated 2h February 1953; and
- 3. Changes in content based on current personnel policy.

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be made to conform to action taken by the CIA Career Service Board.

The Board is asked to consider for approval the text in the lefthand columna

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RECULATION

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April 1953

New Version for approval by CIA/CSB 23 April 1953 Old Version approved by CIA/CSB 10 March 1953

CIA CAREER SERVICE PROGRAM

CLA CAREER SERVICE PROGRAM

CONTENTS

1. GENERAL

This Regulation establishes the over-all policy and the organisational structure for administering the Career Service Program within the Central Intelligence Agency.

2. POLICY

In accordance with the basic personnel policy of the Central Intelligence Agency, a Career Service Program is provided that identifies, develops, effectively uses and rewards individuals who have the skills required by the Agency; motivates them toward rendering maximum service to the Agency; and eliminates from the service, in an equitable manner, those who in spite of the Program fail to perform as effective members of the organization. The Career Service Program includes all

A. Policy

In accordance with the basic personnel policy of the Central Intelligence Agency (See CIA Regulation pere graph A,1.), a Career Service Program is provided that identifies, develops, effectively uses and rewards individuals who have the skills required by CIA; motivates them toward rendering maximum service to the Agency: and eliminates from the service, in an equitable manner, those who in spite of the Program fail to perform as

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career employees (staff employees and staff agents) of the Agency whether on duty in headquarters or in the field.

3. PURPOSE OF THE CAREER SERVICE PROGRAM

The purpose of the Career Service Program is to develop people to the fullest extent to meet present and anticipated personnel needs of the Agency. In accompalishing this end, provision is made in the program for:

- a. Strengthening the selection process by the establishment of a Professional Selection Panel which advises the Assistant Director for Personnel regarding suftability for long-term employment of applicants and trial service employees.
- b. Formal evaluation of each career employee in the Agency through the periodic execution of a Personnel Evaluation Report which is the basic instrument of career planning.
- 6. A system of Career Service
 Boards advisory on career
 service matters to heads
 of major components of the
 Agency

old

effective members of the organization. The Career Service Program includes all staff employees and staff agents of the Central Intelligence Agency whether on duty in headquarters or in the field.

Bo Purpose of the Career Service Program

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- 2. Formal evaluations of cach individual in the Agency through the periodic execution of a Personnel Evaluation Report which is the basic instrument of career planning.
- 3. A Career Service Board structure advisory to responsible officers on career service matters affecting their area of activity.





- do An Executive Inventory as an aid to personnel planning for the development and use of executive skill throughout the Agency.
- e. Rotation, a process of systematic designation and redesignation of an individual to various kinds of duty and training for the purpose of improving his capacity to serve the Agency in his sponsoring organizational component
- f. Functional groups to administer Agency-wide programs in the career service field such as the Honor Awards Board and the Professional Selection Panel.

Procedural regulations relating to the purposes enumerated above and not covered herein will be issued separately.

4. THE CIA CARE'R SERVICE BOARD

The CIA Career Service Board controls the Career Service Program and is responsible for providing advice to the Director on making the Agency a better place in which to works old

- 4. An executive inventory as an aid to personnel planning for the development and use of executive skill throughout the Agency.
- 5. Rotation, a process of systematic designation and redesignation of an indimidual to various kinds of duty and training for the purpose of improving his capacity to serve his sponsoring organizational component.
- 6. Functional Groups to administer Agency-wide programs in the career service field such as Honor Awards, Hazardous Duty, etc.

Procedural regulations relating to the purposes enumerated above and not covered herein will be issued separately.

- Co Administration of the Program
 - l. CIA Career Service Board

The Career Service Program
is controlled by a CIA
Career Service Board that
is responsible for providing
advice to the DCI on making
CIA a better place in which
to work. It develops policy
governing the Career Service
Program and advises concerning
all matters affecting Agency
personnel.



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ac Organization

(1) Membership

The CIA Career Service Board is composed of the following permanent and retating members:

(a) Permanent Members

DD/P or Deputy
DD/I or Deputy
DD/A or Deputy
D/TR or Deputy
AD/P or Deputy
AD/CO:TAO or Deputy

(b) Rotating Hembers

Two of the following persons will serve as members of the Board at any given time, one nominated by the Deputy Director (Intelligence) and one nominated by the Deputy Director (Plans) These rotating members will serve for sixomonth terms which will be staggered to preserve continuity of rotating membershipo

AD/CI
AD/CD
AD/BO
AD/SI
AD/RR
AD/NE
AD/IC
Chief, FI
Chief, PP
Chief, PM
Chief, TSS
Chief, Admin. Staff

(c) Executive Secretary - non-voting

old

a. Organization

(1) The CIA Career Service Board is composed of the following persons:

Permanent Members:

DD/P or Deputy
DD/A or Deputy
D/TR or Deputy
AD/P or Deputy
AD/CCED or Deputy

Rotating Members
(two at any one
time for staggered
terms of six months
each, there being
at all times one
nominated by the
DD/I and one nominated by the DD/P):

AD/CI
AD/CD
AD/OO
AD/SI
AD/RR
AD/NE
AD/IC
Chief, FI
Chief, PP
Chief, PM
Chief, TSS
Chief, Admin. Staff

Executive Secretary = non-voting



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(2) Chairman

The Chairman and Deputy Chairman of the CIA Career Service Board will be appointed by the Director and will serve until their successors are appointed. These appointments may be made either of persons currently serving an the CIA Career Service Board or they may be additional thereto.

(3) Meetings

- (a) The Board will hold scheduled monthly meetings.
- (b) Four members of the Board will constitute a quorum. If a member cannot be present, he may be represented by his Deputy.
- (c) Agenda and minutes of each meeting of the Board will be distributed to all persons listed above.

b. Functions

It is the responsibility of the CIA Career Service Board to:

(1) Develop policy governing the Career Service Program, for approval by the Mirecon tor and advise him on all matters of personnel policy. old

(2) The Chairman of the Board will be appointed by the DCI from among the three Deputy Directors to serve for a term of four months. Four members of the Board will constitute a Quorum, If a member cannot be present, he may be represented by his Deputy. The Board will hold scheduled monthly meetings, and agenda and minutes of meetings will be distributed to all persons listed above.

b. Responsibilities

It is the responsibility of the CIA Career Service Board to:

(1) Develop policy governing the Career Service Program for approval by the DCI and serve as his advisor on all matters concerning the Program.



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- (2) Supervise and review the functioning of the Career Servise Boards in various components of the Agency.
- (3) Establish and maintain an Executive Inventory to be composed of those persons which the Board shall from time to time determine.
- (h) Make recommendations for filling key positions in the Agency with personnel from the Executive Inventory.
- (5) Review Personnel Evaluation Reports on personnel in the Executive Inventory and review plans for their utilization and development
- (6) Approve the allocation of Rotation Loan Slots to the components of the Agency in order to faciliate rotation assignments of career employees.
- (7) Supervise supporting groups or boards such as the Honor Awards Board and the Professional Selection Panel established to administer specialised Agency-wide programs.
- (8) Prepare and submit annually to the Director a summary of the operation of the CIA Career Service Program.

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- (2) Supervise and review the functioning of (Office) Career Service Boards
- (3) Establish and maintain an Executive Inventory to be composed of those persons which the Board shall from time to time determine.
- (4) Make recommendations for filling key positions in the Agency with personnel from the Executive Inventory.
- (5) Review evaluation of personnel contained in the Executive Inventory and review rotation programs for their further development.
- (6) Approve the allocation of Rotation Loan Slots to (Office) Career Service Boards
- (7) Supervise supporting groups or Boards for handling specialized functions on an Agencywide basis, such as, Hazardous Buty Board, Honor Awards Board, Professional Selection Panel, etc., drawing on Agency personnel as necessary.
- (8) Prepare and submit annually to the DCI a summary of the operation of the CIA Career Service Program.



c. Support

The Personnel Office has basic responsibility for effecting and furthering the approved Career Service Program in all aspects of Agency personnel administration. The Assistant Director (Personnel) will accordingly:

- (1) Designate the Executive Secretary to the CIA Career Service Board.
- (2) Provide staff assistance to the CIA Career Service Board including Secretariat and other administrative services.

Dld.

2. The Secretariat of the CIA Career Service Board

a. Organization

The Career Development Staff of the Personnel Office serves as the Secretariat of the CIA Career Service Board and the Chief, Career Development Staff serves as the Executive Secretary of the Boardo

b. Responsibilities

It will be the responsibility of the Secretariat of the CIA Career Service Board to:

- (1) Recommend to the CTA Career Service Board ways and means of improving the CIA Career Service Program.
- (2) Perform all secreterist and administrative functions for the CIA Career Service Board. These include, but are not limited to:
 - (a) Maintaining master files concerned with Career Service matters on a current basis for the CIA Career Ser vice Board, including agenda and records of meetings, files of the Executive Inventory and records of rotation loan slot utilization.

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- (b) Assisting (Office)
 Career Service
 Boards in effecting
 rotation appointments.
- (c) Transmitting to the CIA Career Service Board recommendations and periodic reports of the (Office) Career Service Boards for considerations
- (d) Initiating and supervising such studies as are needed to improve the Career Service Program.
- (e)
 Submitting unresolved inter-Office Board problems to the CIA Career Service Board for decision.
- (f) Coordinating with the Office of Training training arrangements and needs respecting the CIA Career Service Programo
- (g) Acting in support of
 Boards established by
 the CIA Career Service
 Board for handling
 specialized functions
 on an Agency-wide basis.

- 5. COMPONENT CAREER SERVICE BOARDS
- a. General

Career Service Boards in major components of the Agency are responsible for implementing the Agency's personnel policy, developing internal 3. Office Career Service Boards

Each staff employee and staff agent will be identified with an appropriate (Office or Staff) Career Service Board. The (Office) Career Service Boards are responsible for advice to their respective chiefs on

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personnel policy and reviewing recommendations concerned with the careers of individuals. It is at this level and through the functioning of such a Board that the rotation, training, advancement and assignment plans, recommended for those individuals identified byaa career designation with that Board, are reviewed for the approval of the head of the component. These Gareer Service Boards are responsible for advice to their respective chiefs on making the components better places in which to worke

be Organization

- (1) Each component Career Service Board is composed of the following persons:
 - (a) The head of the organizational component, ex-officio.
 - (b) Three or more staff or division chiefs, or officials of comparable respons sibility.
 - (c) Secretariat a none voting. (The Secretariat will be come posed of Administrative or Personnal Officers of the component concerned and will perform staff support for the Board.)

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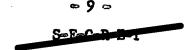
making the Office or Staff a better place in which to worke These Boards are concerned primarily with implementing the Agency's personnel policy, developing internal personnel policy and reviewing recommendations concerned with the careers of individuals. It is at this level and through the functioning of these Office and Staff Boards that the rotation, training, advancement and assignment plans recommended for the individual are reviewed for the approval of the Assistant Director or Office head,

a. Organization

(1) (Office) Career Service Boards are composed of the following persons:

Assistant Director or

Staff Chief excafficio
Three or more Staff or
Division Chiefs, or
comparable high-level
officials
Secretariat = non-voting.
(In most cases, the
Secretariat is composed
of Administrative
Personnel Officers of
the Office concerned
and will perform staff
support for the Board.)



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- (2) Each career employee will receive a career designation corresponding to an appropriate organisational component of the Agency. The Assistant Director for Personnel will assign a career designation to each new career employee when he enters on duty.
- (3) Career Service Boards and corresponding career designations are established for the following organizational components of the Agency:

(2) (Office) Career Service Boards are established in the following units of CIA:

CAREIR DESIGNATION ORGANIZATIONAL COMPONENT

CD - TR	OTR
	OIR
CD = CO	COMMO
CD = P	DD/P
CD = FI	FI
CD - PP	PP
CD ∞ PM	PM
CD - TS	TSS ,
CD- I	DD/I
CD = NE	Q/NE
CD = CD	OCD
CD - RR	ORR
CID « CI	OCI
CD = SI	OSI
CD = 00	00
	00
CD ∞ A	DD/A
CD = PE	Personnel
CD - BF	Comptroller
CD = LO	Logistics
CD - GS	OGS
CD - ME	Medical
CD - SE	Security
	cocur Tal

OTR COMMO DD/P FI PP PM TSS O/NE ORR OCI OSI OCD 00 DD/A Personnel Medical OGS I&SO P&S Comptroller

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e. Functions

It is the responsibility of those Career Service Boards to:

- (1) Advise the Office Head or Senior Staff Chief on all matters affecting the personnel of his component.
- (2) Monitor the application and functioning of the Career Service Program within the component including:
 - (a) Executing relevant decisions of the CIA Career Service Board and making recommendations to the Board for improvement of the Career Service Programo
 - (b) Sponsoring and design veloping the Career Service Program of the component and reporting periodiscally to the CIA Career Service Boardo
 - (c) Reviewing Personnel
 Evaluation Reports
 and proposed plans
 for the utilization

Old

bo Responsibilities

It is the responsibility of an (Office) Career Sermine Board to:

- (1) Serve as advisor to the Assistant Director (or Office head) on all matters pertaining to the Career Service Programo
- (2) Direct within the
 Office the application
 and functioning of the
 Career Service Program
 including but not
 limited to:
 - (a) Executing relevant decisions of the CIA Career Service Board and making recommendations to the CIA Career Service Board for improvement of the Career Service Programs
 - (b) Sponsoring, de=
 veloping and
 executing the
 Career Service
 Program of the
 Office concerned,
 including an intraOffice rotation
 system, and reporting
 periodically to the
 CIA Career Service
 Board.
 - (e) Reviewing Personnel
 Evaluation Reports
 and proposed development plans for

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and development of career employees including their training, assignment, rotation, and advancement.

- (d) Recommending cancellation or continuation of proposed actions affecting the utilization and development of career employees.
- (e) Establishing a system of rotation within the component and participating in the development and execution of rotation assignments of career employees to other parts of the Agency and insuring that they are not overlooked for warranted promotion.
- (f) Insuring that career employees on rotation from other parts of the Agency are assigned to duties that provide experience commensurate with the objectives of their rotation plans and submitting semi-annual Personnel Evaluation Reports on these employees to the sponsoring component.

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individuals in terms of training, assignment, advancement, rotation and promotion.

- (d) Recommending cancels lation or continuance of career develops ment actions.
- (e) Farticipating in the development and execution of approved extraoffice rotation systems,

(f) Submitting a semise annual Personnel Evaluation Report to the Sponsoring Office on each rotation appointee from another Office.

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- (g) Reviewing contine uously conditions of service and duty with a view to making recommened dations to the CIA Career Service Board concerning working conditions and benefits that can strengthen morals and increase "esprit de corps,"
- (h) Reviewing continuously the personnal intake of the component with a view to insuring the acquisition of persons with longurange potentiality.

(3) Supervising supporting groups or boards as appropriate for handling specialized functions within the component concerning the Career Service Programs

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- (g) Ensuring that the rotation appointees detailed by their Office to another Office are not overallooked for warranted promotion and ensuring that rotation appointees received by their Office are productive and their assignments commensurate with the purpose of the appointments.
- (h) Reviewing continuously conditions of service and duty with a view to making recommendations to the CIA Career Service Board concerning working conditions and benefits that can strengthen morale and increase "esprit de corps",
- (i) Reviewing continuously
 the personnel intake
 of the Office, especially at the junior
 professional level,
 with a view to ensuring
 the acquisition of
 highly-qualified, versatile persons with
 long-range potentiality.
- (3) Supervise supporting groups or Boards as appropriate for handling specialized functions, assigning to them Office personnel as necessary.



17 April 1953

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MEMORANDUM FOR:	CIA Career Service Board	
FROM:	Executive Secretary, CIA Career Service Board	
SUBJECT:	Continuation of Missing Persons Act	
Persons Act until Department of Der Persons Act in se a. It se country in b. It se	ril 1953 the Congress approved extension of the Missing 1 1 February 1954. This extension was sponsored by the fense. The extension liberalizes the original Missing ome respects and extends its coverage in two ways: substitutes the phrase "foreign country" for "neutral certain paragraphs of the Act. substitutes the phrase "hostile force" for "enemy" paragraphs of the Act.	
program of "bene: contained in the G, Career Benefit the continuence	tion by the Congress fulfills one of the items on the fits that will require additional legislation" that was original Career Service Program (CIA Notice Tab ts, paragraph 4.b., page 23) and insures authority for of pay, within-grade raises, and grade promotions for are detained involuntarily by foreign governments.	25X1 <i>i</i>

Executive Secretary



Summary of the Report of the Strauss Commission on Hazardous Duty and Incentive Pays

The CIA Career Service Board, at its meeting on

10 March 1953, decided that a Hazardous Duty Pay Program

was not appropriate for the Agency at this time. However,

it was agreed that the Board would review the findings and

recommendations of the Straiss Commission and consider

their significance to the Agency at the earliest opportunity.

The Strauss Commission Report was submitted to the Secretary of Defense on 27 March 1953. The "Summary of Recommendations" contained in Volume I, Part IV of the Report has been extracted and is appended for the information of the Career Service Board.

It is recommended that the Board's decision of 10 March 1953 be affirmed.



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16 April 1953

MEMORANDUM FOR: Chairman, CIA Career Service Board

SUBJECT:

Summary of the Report of the Strauss Commission

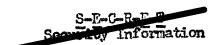
on Hazardous Duty and Incentive Pays

1. Resume of CIA Career Service Board Action Relating to Hazardous Duty Pay.

The CTA Career Service Board, at its 2nd meeting on 17 October 1952, approved in principle, a statement entitled "Policy Concerning Additional Pay for Various Types of Hazardous Duty" and instructed that a Working Group on Hazardous Duty be established to develop a Hazardous Duty Pay Program which would meet the needs of the Agency. The Working Group reported to the Board at its him meeting on 15 January 1953. The Working Group Report consisted of a proposed Regulation to implement the policy previously approved by the Board. The Board considered the Report and agreed to defer action until its next meeting. In the interim, the Career Service Boards of the DD/P area were requested to re-study the entire problem as well as the proposed Regulation and to make recommendations to the CIA Career Service Board at its next meeting.

The Report with comments by the DD/P Career Service Boards was reviewed at the 5th meeting of the CIA Career Service Board on MMarch 1953. The Board decided that a Hazardous Duty Pay Program was not appropriate for the CIA at this time. However, the Board took cognizance of the Department of Defense Commission on Incentive-Hazardous Duty and Special Pays (Straiss Commission) and agreed to review the Commission's recommendations and to consider their significance to the CIA.

The final report of the Commission on Incentive-Hazardous Duty and Special Pays was submitted to the Secretary of Defense on 27 March 1953. Although it is not known at this time what action the Secretary of Defense will take concerning these recommendations, it may be assumed that the Secretary of Defense will forward the Report with his comments to the Chairman of the Senate Committee on Armed Sarvices since the Commission was appointed by the Secretary of Defense in response to the request of 24 June 1952 of the Chairman of the Senate Committee.



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2. Summary of Recommendations by the Strauss Commission.

(See extract of the Commission's recommendations which is attached.)

3. It is recommended that the Board affirm its decision of 10 March 1953 that a Hazardous Duty Pay Program is not appropriate for the CIA at this time.

Executive Secretary

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RECOMMENDATIONS OF THE DEPARTMENT OF DEFENSE CONTISSION
ON INCENTIVE-HAZARDOUS DUTY AND SPECIAL PAYS
(VOLUME I - FINDINGS AND RECOMMENDATIONS - PP 55-60)

IV. SUMMARY OF RECOMMENDATIONS

Throughout this report there are certain recommendations not related solely to any one of the individual pays listed in Part III. The Commission considers these recommendations of paramount importance to a high level of morals and effectiveness in our Armed Forces.

General Recommendations

Changes in Terms of Service

- 1. That the Congress exercise great for thought in changing, unfavorably, the terms of employment for the uniformed Services.
- 2. That when changes in terms of employment are deemed necessary, they be made applicable only to individuals entering the services after such changes become effective.
- 3. That whenever the foregoing is impracticable, those who are unfavorably affected be protected to the extent possible by savings clauses.
- h. That current restrictions against voluntary retirement at earlier than statutory age be modified and reduced.
- 5. That medical and dental care for dependents of military members be provided to the extent possible.
- 6. That shipping allowances for household goods, commensurate with grade and station of military member concerned, be authorized and the present restrictions removed.

Administration

That the Service Secretaries initiate and maintain vigorous action to discover and correct abuses in administration of all differential pays and allowances and that reports of their progress be made to the Congress at least annually.





Ratio of Differential Pays to Base Pay

That base pay be related to a cost of living index and be adjusted at intervals of one or two years in accordance therewith. That a formula be developed under which all differential pays would be computed as a percentage of the base pay and that Congress enact legislation authorizing use of such a formula.

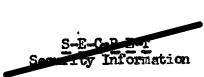
Increased Insurance Coverage

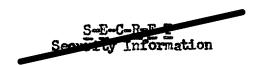
- 1. That survivors of military members who lose their lives in the service of thier country by being killed in action, dying of wounds or as a direct result of voluntarily engaging in a hazardous occupation, be authorized double the normal indemnity currently authorized, i.e., \$20,000 in lieu of \$10,000.
- 2. That the Government make commercial type life insurance available at reasonable premium rates to those military members, who by reason of hazardous military assignment are unable to secure appropriate life insurance from commercial firms,

Differential Pay Recommendations

Pay for Flying

- 1. Remove from flight status, unless they are in a supervised training program for crew members positions, officers and enlisted men in non-crew member status who do not possess technical skills which contribute directly to the safety or mission effectiveness of the aircraft, such as couriers and stewards.
- 2. Remove from flight status officers and airmon in crow member status who cannot be reasonably expected to provide air leadership or to serve in an operational capacity during an emergency because of highly specialized training in fields other than aviation, such as law and atomic energy.
- 3. Require that all Services develop and submit to the Secretary of Defense, within six months from date of this report, a flight status selection system which will require a periodic review of the flying and service records of each officer based upon age and grade criteria to determine if he shall remain on flight status even though he possesses the ability to pass a physical examination.





- h. Change flight surgeons and aviation observers, medical, who presently receive crew-member flight pay to the pay scale provided for non-crew members—with exceptions for those few flight surgeons assigned, for example, as actual crew members on hospital evacuation aircraft, or to specialized projects in which the officer performs duties essential to the mission of the aircraft in flight.
- 5. Convert the rates of differential pay for flying which are authorized in the Career Compensation Act of 1949 to percentages of base pay at existing ratios and continue payment at that ratio.

Submarine Pay

That the present rates of incentive-hazardous duty pay for submarine personnel be continued.

Glider Pay

That the portion of Section 204, Public Law 351, 81st Congress, as pertains to Glider Pay be repealed.

Perachute Pay.

That parachute pay be retained at existing rates.

Hansen's Disease (Leprosy) Pay

That the pay currently provided for duty involving intimate contect with persons afflicted with Hansen's Disease be continued.

Demolition Pay

That the existing rate of incentive-hazardous duty pay, for duty involving demolition of explosives, be continued.

Diving Pay

1. That the special pay for diving duty and the incentive-hazardous duty pay for duty at the Submarine Escape Training Tanks, the Navy Deep Sea Diving School, and the Navy Experimental Diving Unit be continued at the rates presently authorized.





2. That pay at the rates of \$100.00 and \$50.00 par month be paid respectively to officers and men regularly engaged in helium-oxygen diving.

Combat Pay

- 1. That the present rate of combat duty pay be increased to equal to at least the lowest rates of pay provided for other personnel engaged in hazardous duties, as provided in Section 204 of the Career Compensation Act. Public Law 351.
- 2. That the pay be authorized to personnel on vessels suffering damage and casualties as a result of enemy action for the month of such occurrence.
- 3. That the existing requirement that an individual be attached to a "designated combat unit" in order to be entitled to the pay be waived in the case of personnel killed or wounded as a result of enemy action.
- 4. That combat pay be authorized for the personnel of minesweepers for any month in which they engage in the sweeping of enemy mines for a period of six or more days.

Physicians and Dentists Pay

That special pay for physicians and dentists be limited to regular officers and to reserve officers who volunteer and are accepted for extended active duty beyond that required by Public Law 779 or subsequent similar legislation.

Sea and Foreign Duty Pay

- 1. That extra pay for sea duty and foreign duty be no longer authorized for military personnel departing from the United States or reporting for sea duty subsequent to June 30, 1953.
- 2. That extra pay for foreign duty be terminated on June 30, 1953 for residents of Puerto Rico, Hawaii, other territories or insular possessions, who are on duty in their places of residence or who depart from such places of residence subsequent to June 30, 1953.





Reenlistment Bonus

- 1. That Congress authorize the Services to modify the present system of resnlistement bonuses to reflect these principles:
 - (a) No reenlistment bonuses to be payable until an individual has served with satisfaction for a minimum of 18 months.
 - (b) Qualification for the bonus to be determined by the quality of individual service.
 - (c) A larger amount continue to be paid for longer reenlistments.
 - (d) A larger amount be paid for first recallstment than for subsequent recallstments.
- 2. That Congress modify existing legislation relative to veterans benefits in such a manner that military personnel who remain on continuous service will be eligible for such assistance as educational or home losa benefits.

Overseas Station Per Diem Allowances

That these Overseas Station Per Diem Allowances be continued and that constant effort be made to tighten their administration.

Attaché Maintenance Allowances

That the present schedule of Attaché Maintenance Allowances be continued with annual review by Congressional Committees.





Report of the CIA Honor Awards Board

The report summarizes activities of the CIA Honor

Awards Board - the two meetings that have been held, the

negotiations with the Department of Defense, the procedure

for the handling of cases submitted, the development of

standards, the dissemination of Honor Awards information

throughout the Agency, and the development of additional

means in the Agency of recognizing outstanding achievement.

There are three attachments:

- Tab A Proposed CIA Notice.
- Tab B Fxecutive Order 10431, establishing the
 National Security Medal; Regulations
 governing its award promulgated by the
 President; Letter of delegation from the
 President to the DCI.
- Tab C Report to the DCI concerning negotiations with the Department of Defense.

The Board is asked to approve the proposed Notice

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